

## Annual Sexualized Violence Statistics (SV) 2019-2020

UVic recognizes that sexualized violence is a systemic societal concern that must be addressed through campus wide prevention efforts, providing meaningful on- and off-campus support options, formal disclosing and/or reporting mechanisms, and response procedures that are survivor-centred and trauma-informed in both theory and application.

This report provides the Sexualized Violence Resource Office's 2019-2020 disclosure and report statistics, which includes all disclosures made through the Sexualized Violence Resource Office (SVRO), located in the Equity and Human Rights Office (EQHR), as well as the Office of Student Life, Residence Services, and Campus Security. We are committed to providing the university community with transparent information around the number of disclosures and reports made each year, as well as trends about the type of sexualized violence being reported.

### What is the difference between a disclosure and a report?

**Disclosure:** sharing your experience of SV with someone else, usually with the purpose of getting support. You can do this at the SVRO confidentially.

**Report:** a formal documentation process made to initiate an investigation under UVic's Sexualized Violence Prevention and Response Policy. The only place on campus to make a Report, is the SVRO.

## How UVic collects sexualized violence statistics

EQHR recognizes the importance of applying an intersectional, feminist lens in the collection of SV data and the interpretation of such data. We use an intersectional approach that informs how we view power, going further than just seeking demographic information. For instance, we understand power imbalances to be present in cases involving a student and a staff or faculty member, or a staff member and their supervisor. In fact, the SVPR policy encompasses this in determining the jurisdiction of an incident of sexualized violence, where the Respondent has been in a position of power over the Survivor with the potential to impact their academic career or employment. This information in turn impacts the type of educational programming we develop and deliver, prioritizing certain groups over others in the reception of our workshops, or the types of supports we offer to people experiencing multiple forms of oppression (i.e., connecting Survivors to community referrals that offer services aware of people's different social locations and identities).



### Why is transparency and accountability important to us?

- Both are necessary to building trust with both survivors and those identified to have caused harm. We want all parties to feel comfortable accessing our supports, education and information services.
- It is in line with our values of being trauma-informed and survivor-centered; maintaining honesty and trustworthiness supports survivors' sense of safety and wellbeing.

The process for collecting our statistics begins when formal disclosures of sexualized violence are received in one of four units on campus: 1) the SVRO in EQHR, 2) Campus Security, 3) Office of Student Life and 4) Residence Services. An instance of sexualized violence is only numerically counted once it has been communicated to the Office of Record, which is the SVRO in EQHR. All disclosures are received either in-person to the SVRO, or via a coordinated disclosure form through one of the other 3 offices.

### Limitations to UVic's ability to count and report on SV statistics

Concerning sexualized violence statistics, we share as much information as possible without breaching privacy legislation. While in some cases

it would be useful to provide a more detailed intersectional analysis including the social location of the survivors/complainants and person who has caused harm/respondents involved in processes through our office (e.g., age, race, ability, sexual orientation, etc.), we are unable to collect this type of information for several reasons.

- Firstly, being survivor-centred and trauma-informed in the collection of data means only collecting the necessary information to help individuals access support and options. Many individuals do not feel comfortable sharing their demographic information and we support people to do/say whatever feels best for them.
- Secondly, demographic data can only be collected voluntarily; incomplete data sets can lead to skewed results that only accurately reflects those most comfortable sharing demographic data.
- Thirdly, it is likely that disaggregating data by demographic groups (e.g., Indigenous and/or Indigenous and having a disability) may result in individuals being identifiable because of the relatively small overall numbers; this in turn would breach individuals' anonymity and confidentiality. In line with privacy legislation, UVic does not report on disaggregated demographic categories where there are fewer than five data points.
- Fourth, there is a robust literature that identifies those individuals and groups who experience intersecting oppression in relation to sexualized violence. For example, Indigenous women, girls and Two-Spirit people who, due to their social location, experience simultaneously the impacts of sexism, racism, and in some cases, homophobia and/or transphobia.



## Who makes decisions around sanctions?

The SVRO does not make sanctions and therefore does not have information on what sanctions are delivered because of privacy legislation. These decisions are made by the Administrative Authority responsible for the Respondent to an investigation. In the case of students, this is the Associate Vice-President, Student Affairs; for staff this is the Associate Vice-President, Human Resources; and in the case of faculty, the Associate Vice-President, Faculty Relations. To understand more about possible outcomes of formal investigations, please view our [‘Understanding Potential Outcomes’ handout](#) on our website for more information.

### Why is maintaining confidentiality important in SV cases?

- Survivors and people who’ve caused harm are more likely to share their experiences if they know that their privacy will be protected.
- This enables the SVPR Office to be more effectively responsive to survivors’ needs, which can include having control over what information is collected and how it is used.
- UVic is obligated to uphold British Columbia’s Freedom of Information and Protection of Policy Act (FIPPA), and the university’s Protection of Privacy Policy (GV0235).

## Disclosure Statistics

Disclosures decreased from 57 during the last calendar year (2018-19), to 38 in 2019-20. This is likely due to UVic and the province actively working to respond to the start of the COVID-19 pandemic, and the fact that many students, staff, and faculty shifted to working and learning from home during 6 months of this reporting period.

Disclosures: September 1 <sup>st</sup> 2019 – August 31 <sup>st</sup> 2020					
	Student	Staff	Faculty	Other	Total
<b>Survivors</b>	32	1	1	4	38
<b>Alleged Respondents</b>	23	2	6	7	38

“Other” is a category that includes alumni (both student and faculty), community members (includes individuals who are not UVic community members but known to the survivor as someone from the broader community), or in the case of alleged respondents, as unknown. When looking to break survivors and alleged respondents down into statistical categories it should be noted that in some cases a survivor may not know the identity or position of the person alleged to have breached the policy, or they may know but be unwilling to share this information with university staff (which is their right).

## Sexualized Violence Prevention and Response Policy Jurisdiction

The policy and its procedures apply to all members of the university community. The university has jurisdiction when the incident occurred in one or more of the following circumstances:

- 1) On property controlled by the university;

We acknowledge and respect the ləkʷəŋən peoples on whose traditional territory the university stands and the Songhees, Esquimalt and W̱SÁNEĆ peoples whose historical relationships with the land continue to this day.

- 2) When the respondent is/was in a position of power or influence over the survivor's academic or employment status at UVic;
- 3) At an event or activity sponsored or under the auspices of UVic.

Below we identify, of the 38 disclosures received, how many occurred within our jurisdiction ("yes") and how many did not ("no"). All survivors, regardless of whether there is policy jurisdiction for the purposes of an investigation are offered information, advice, and support. As survivors have the choice to not share information about the identity or position of an alleged respondent, some also choose not to disclose where an incident has occurred which results in an "unknown" category.

Jurisdiction: September 1 <sup>st</sup> 2019 – August 31 <sup>st</sup> 2020				
	Yes	No	Unknown	Total
<b>Totals</b>	<b>22</b>	<b>12</b>	<b>4</b>	<b>38</b>
<b>*Historical</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>7</b>

\* A historical disclosure is one that happened more than two years ago. In those cases where we did not know the date of the incident they are listed as unknown as to whether they are historical.

## Gender breakdown

Given the relatively low numbers in each category, we are unable to provide a gender breakdown by UVic position because it could compromise individuals' anonymity and confidentiality. In some cases, the gender of the alleged respondent is unknown because the information was not provided during the disclosure. With the survivors who disclosed this year, 92% identified as cis-gender women.

Gender: September 1 <sup>st</sup> 2019 – August 31 <sup>st</sup> 2020		
	Survivor	Respondent
<b>Male identified</b>	2	35
<b>Female identified</b>	35	2
<b>Trans/Gender Non-Binary</b>	1	0
<b>Unknown</b>	0	2
<b>Totals</b>	<b>38</b>	<b>40<sup>1</sup></b>

## Formal Reports

Between September 1st, 2019 and August 31st, 2020 three reports were made with the purpose of initiating an investigation. Of these, one was completed within this reporting period.

<sup>1</sup>Note that in some incidents there is more than one identified alleged respondent which is why this number exceeds the total number of disclosures.



Because only one was completed during this period we are unable to report on whether the policy was found to have been breached or not.

Many disclosures were addressed through informal resolution processes at the request of the survivor and were agreed upon by the alleged respondent. This included providing awareness and education for the person alleged to have caused harm, mediation, healing circle, and/or behavioural or communication agreements.

## Types of incidents

Like previous years, most disclosures described unwanted sexualized attention in the form of sexualized looks, comments, and persistent reach outs and messages. While these incidents did not involve any physical harm, some survivors found these interactions psychologically extremely harmful. A small but significant percentage of survivors described physically harmful sexual assault which they also reported to police.

## Types of supports offered and requested

Each person who came to the office to make a disclosure (in contrast to those seeking confidential consultation that did not result in a disclosure) were given information on the options available to them both in terms of support and policy process. The majority of those who made disclosures wanted formal documentation to facilitate future options, and most wanted accurate information so that they could make informed choices. Approximately 1/3 sought advice or informal resolution options (i.e., information on how to set boundaries, a third-party discussion with the alleged respondent about their problematic behaviour, or some form of mediation). A small minority wanted to file a report for the purpose of initiating an UVic investigation while others were supported in reporting directly to police for a criminal investigation.

## Information & statistics UVic is unable to collect and/or report

There is some information that we either do not or cannot collect, namely:

- **Number of Third-Party disclosures:** the SVRO receives a significant number of people sharing third-party information and/or seeking advice on how to support people who have disclosed. Given one of the functions of the office is to provide confidential consultations, we do not ask information about the person(s) directly impacted by the SV in these third-party conversations. Further, oftentimes more than one person will reach out in reference to the same incident, making the total number of third-party disclosures an inaccurate number of actual incidents of SV.
- **Total number of times UVic community reach out to/visit the SVRO for information, advice and supports:** Given the significant number of people both (in)directly impacted by SV who access the SVRO, and that many individuals access the office numerous times, we do not have the capacity to count all these interactions. The time to track such stats is invested, instead, in supporting survivors and providing people with the information and advice to navigate situations of SV.

## Sexualized violence education and prevention strategies

From September 2019 to August 2020, the Sexual Violence Resource Office had a 60% decrease, from 2018-2019, in the number of trainings provided to students, staff, and faculty, delivering **14** educational workshops to **301** UVic community members. This total does not include students, who participate in online versions of UVic's Tools for Change and Bringing in the Bystander training facilitated by the Office of Student Life twice monthly. Information about the total number of students who attend this training can be discussed by contacting: Student Leadership Coordinator: [oslengage@uvic.ca](mailto:oslengage@uvic.ca).

The decrease in the number of sessions offered as well as requested, like many services and programs across the campus, was due to the COVID-19 pandemic. We found that for many, priorities had shifted as the focus was on supporting students, staff, and faculty in learning and working primarily from home.

This year, the SVRO in EQHR offered a suite of tailored education and prevention offerings to students, staff, and faculty at UVic, including:

1. **Tools for Change:** a new **3-hour in-person workshop** aimed at new undergraduate students, as well as an **on-line version of the program** delivered through pre-arrival programming.
2. **Sexualized Violence Prevention and Response Training for Staff and Faculty:** this 1.5 hour session provides staff and faculty with information about their responsibilities as University employees under the Sexualized Violence Prevention and Response Policy regarding such topics as: what is sexualized violence; how to receive disclosures; how to support and appropriately refer survivors; as well as policy procedures.
3. **Consent: It Starts with a Conversation:** A new SV prevention campaign created in collaboration with UVic community members that launched in fall 2019.
4. **Culture and Consent:** Developed awareness raising and web materials for International Students related to consent and sexualized violence. Translated these materials into the six most commonly spoken languages other than English.
5. **Spotlight on Inclusion:** An in-person program designed for the unique circumstances of the performing arts including the prevention and response to sexualized violence as well as discrimination and harassment (for actors, stage crew, and directors).

We would love to hear your feedback on this report including insights on what more could be included, as well as the various education and response initiatives of the SVRO. We are committed to continually strengthening our programs and services to support survivors and their communities. Please connect with us by either emailing or calling Reem Girgrah at [svpprojects@uvic.ca](mailto:svpprojects@uvic.ca)/250.472.5530 or Lane Foster at [svpcoordinator@uvic.ca](mailto:svpcoordinator@uvic.ca)/250.472.4114.